

SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF SAN JOSE
AND
SAN JOSE POLICE OFFICERS' ASSOCIATION

Police Recruit Education Requirement: Military Service

The City and the POA acknowledge that the classification specification training and experience requirement for Police Recruit with the San Jose Police Department is as follows:

- Must have completed a total of at least 60 semester units at the time of graduation from the Police Academy training program. (A Recruit normally receives a total of 21 semester units for satisfactory completion of the academy, which may be used to meet the 60 unit requirement).

The City and the POA further acknowledge that the classification specification training and experience requirement for Police Officer with the San Jose Police Department is as follows:

- Completion of two (2) years of college (60 semester units or 90 quarter units) from an accredited college or university. Units need not be in Police Science.

The City and POA recognize that veterans and active military personnel receive substantial training transferable to law enforcement. Specifically, veterans and active military personnel receive training in areas such as:

- First aid
- Hand-to-hand defense techniques
- Gun and rifle proficiency
- Structure and chain of command
- Leadership
- Intelligence
- Bomb detection
- Security

In recognition of the above, the City and the POA agree to amend the class specification training and experience requirement for Police Recruit as follows:

- Must have completed a total of at least 60 semester units at the time of graduation from the Police Academy training program. (A Recruit normally receives a total of 21 semester units for satisfactory completion of the academy, which may be used to meet the 60 unit requirement). Veterans and active military personnel may substitute this requirement if they:
 - Have served in the Air Force, Army, Marine, Navy, or Coast Guard
 - Have completed (4) four years of active military duty
 - Have receive an honorable discharge from the United States Military

The City and the POA further agree to amend the class specification training and experience requirement for Police Officer as follows:


- Completion of two (2) years of college (60 semester units or 90 quarter units) from an accredited college or university. Units need not be in Police Science. Veterans and active military personnel may substitute this requirement if they:

- Have served in the Air Force, Army, Marine, Navy, or Coast Guard
- Have completed (4) four years of active military duty
- Have receive an honorable discharge from the United States Military


The amendment to the class specifications for the education and training requirement shall be made for all appointments to the classifications of Police Recruit and Police Officer on or after the effective date of this agreement. This agreement shall become effective when signed by all parties below.

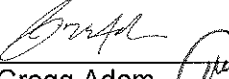
FOR THE CITY:

 2/18/16
 Jennifer Schembri Date
 Director of Employee Relations

 2/18/16
 Edgardo Garcia Date
 Acting Chief of Police

FOR THE UNION:

 2/18/16
 Paul Kelly Date
 President, SJPOA

 2/18/16
 Gregg Adam Date
 SJPOA Counsel